

**1C.2 Paid holidays.**

1. State employees are granted, except as provided in [subsection 3](#), the following holidays off from employment with pay:

- a. New Year's Day, January 1.
- b. Martin Luther King, Jr.'s Birthday, the third Monday in January.
- c. Memorial Day, the last Monday in May.
- d. Independence Day, July 4.
- e. Labor Day, the first Monday in September.
- f. Veterans Day, November 11.
- g. Thanksgiving Day, the fourth Thursday in November.
- h. Friday after Thanksgiving, the Friday following Thanksgiving Day.
- i. Christmas Day, December 25.

2. a. State employees are granted two days of paid leave each year to be added to the vacation allowance and accrued under the provisions of [section 70A.1](#). In addition, an appointing authority shall grant not more than four additional days of paid leave each year as required to implement contract provisions negotiated pursuant to [chapter 20](#).

b. The executive council may designate days off from employment with pay in addition to those enumerated in [this section](#) for state employees at its discretion.

3. If a holiday enumerated in [this section](#) falls on Saturday, the preceding Friday shall be granted and if a holiday enumerated in [this section](#) falls on Sunday, the following Monday shall be granted. In those cases, where by nature of the employment a state employee must be required to work on a holiday the provisions of [subsection 1](#) shall not apply, however, compensation shall be made on the basis of the employee's straight time hourly rate for a forty-hour workweek and shall be made in either compensatory time off or cash payment, at the discretion of the appointing authority unless otherwise provided for in a collective bargaining agreement. Notwithstanding any other provision of [this section](#), an employee of the state who does not accrue sick leave or vacation, and who works on a holiday, shall receive regular pay for the hours worked on that holiday and shall not otherwise earn holiday compensatory pay.

4. A holiday or paid leave granted to a state employee under [this section](#) shall be in addition to vacation time to which a state employee is entitled under [section 70A.1](#).

[C75, 77, 79, 81, §33.2]

[84 Acts, ch 1180, §7](#); [86 Acts, ch 1163, §1 – 3](#)

C93, §1C.2

[2008 Acts, ch 1031, §1](#)

Referred to in [§200A.8](#), [252I.1](#), [421.17A](#)